

March 3, 1995

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To: Region Managers and Region Operations Managers

From: Mike Judkins, Sales Marketing Human Resources

Subject: 1995 Sales Incentive Award Plan

Enclosed is the 1995 Sales Incentive Award Plan document which explains the focus of this year's plan objectives and the measurements which will be used to determine awards based on Company results.

Region Operations Managers should make copies to this document and distribute same to all eligible employees as quickly as possible. Participation eligibility remains the same in 1995 as it was stated in the manager's guide of the 1994 SIAP brochure. Please refer to the 1994 manager's guide should you have any questions regarding eligible employees.

You will note one major change in the 1995 plan --- individual MBO's have been eliminated. The focus will be on achieving the Company's financial and market-share objectives.

Again, please have this document distributed as quickly as possible. Should you have any questions, please call me at extension #0472.

*I will send to all full time employees the week of 3/6/95
Ro*

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